

The background of the cover is a black and white photograph of a riverbank. In the foreground, there is a rocky shore with several young trees planted. In the middle ground, a group of people are standing near the water, and a small boat is visible. The sky is bright and cloudy. The IDEM logo is in the top left corner, and the title is at the bottom.

IDEM

Watershed Management

Watershed Action Guide for Indiana

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Straight Talk on Developing Watershed Plans

Revised May 1999

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The Watershed Action Guide for Indiana

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Introduction

Introduction

Why was this Guide produced?

- To fill a need for technical information and practical instruction on developing watershed management plans
- To promote working within the watershed framework that has been established for conservation and planning activities in Indiana
- To provide details of the technical aspects of plan development
- To share information with local groups and agencies that are doing watershed work

What does this Guide contain?

- Processes that have enabled watershed groups to succeed
- Steps to developing a watershed management plan
- Resources:
 - Publications and websites
 - Contacts within agencies and organizations
 - Water quality data sources
 - Funding sources
 - Guidance for developing watershed partnerships

Stuff we really want you to pay attention to . . .

1. **The steps in forming a partnership and developing a watershed plan may take place at different times than the way they are presented in this book.** Some things will happen at the same time, and you may repeat some steps. This is okay. It's also why it is not possible to write a cookie-cutter prescription for watershed activities, and we didn't try.
2. **This book will do you absolutely no good if you don't open it and read it.** The lists of sources and references are starting points — we expect you to add more. Successful groups do their homework.
3. **Think small.** The smaller the watershed, the better the group can relate to it and the faster it will react to changes in management practices. If you are dealing with a big watershed, pull out one piece to work on as a pilot project.
4. **Leaving people out creates time bombs.** Bring all interests to the table in the beginning, and if you discover that some are not represented, bring them in as soon as you can.
5. **There are leaders in every community.** They're made, not born. Good leaders help reach consensus, encourage new ideas, promote open communication, listen patiently and with open minds, and make sure everybody has a chance to talk. They also make sure there's coffee.
6. **Teach each other.** No idea is too simple to be taught, and everyone is an expert at something. Farmers can teach homeowners about fertilizer. Bankers can help the group develop a budget.
7. **Always ask why.** "Why" can uncover the concern behind an opponent's position, the cause of an environmental problem, or the reason for poor attendance at meetings. If you don't ask, you won't find out.
8. **Broadcast successes.** Tell each other, the community, your sponsors, everybody. You deserve the attention.
9. **Don't ask "Do you like it?" Instead, ask "Can you live with it?"** Consensus does not have to mean total agreement, but total support.
10. **Conflict = energy.** Properly harnessed, conflict can spur new ideas, bring new people into the partnership, and wake up the group.
11. **Bite your tongue.** Be patient. The watershed didn't get where it is yesterday, and you won't fix it tomorrow. Be nice to each other. You may need that guy on your side in a discussion next month, and if he's committed enough to be at every meeting, he deserves your respectful attention.